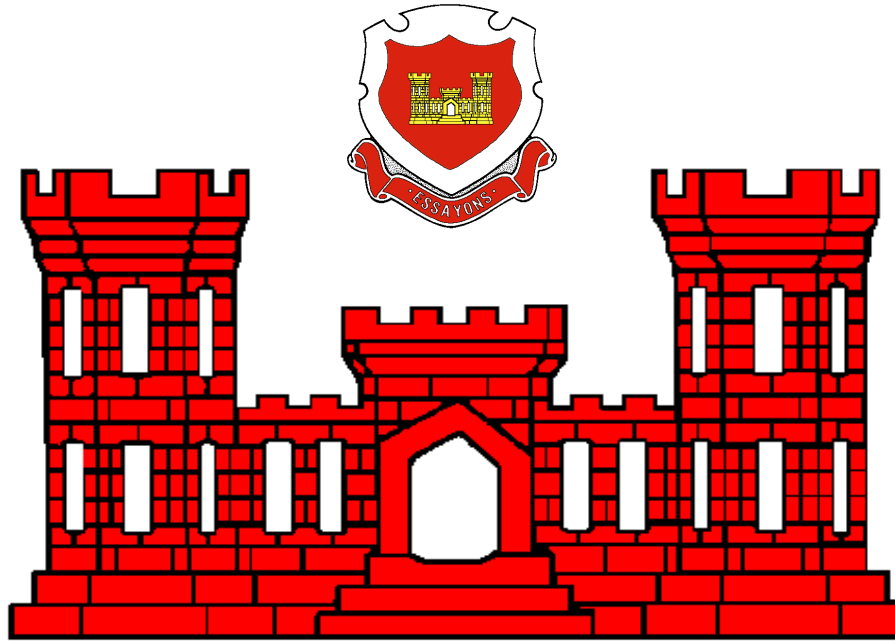


PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT



**CENTRALIZED SELECTION BOARD FOR FY 05
COMMAND SERGEANT MAJOR
AND SERGEANT MAJOR**



ENGINEER REGIMENT MISSION

US Army Engineer Regiment provide Land Component Commanders with the joint engineer capabilities required to assure the mobility of the force and achieve victory in any military operation.



MILITARY OCCCPATIONAL SPECIALITIES

Old MOS		New MOS
CMF 12 COMBAT ENGINEERING		
12B	COMBAT ENGINEER	21B
12C	BRIDGE CREWMEMBER	21C
12Z	COMBAT ENGINEERING SENIOR SERGEANT	21Z
CMF 21 GENERAL ENGINEERING		
51B	CARPENTRY AND MASONRY SPECIALIST	21W
51K	PLUMBER	21K
51R	INTERIOR ELECTRICIAN	21R
51H	CONSTRUCTION ENGINEERING SUPERVISOR	21H
51T	TECHNICAL ENGINEER	21T
62E	HEAVY CONSTRUCTION EQUIPMENT OPERATOR	21E
62F	CRANE OPERATOR	21F
62G	QUARRYING SPECIALIST (RC)	21G
62J	GENERAL CONSTRUCTION EQUIPMENT OPERATOR	21J
62N	CONSTRUCTION EQUIPMENT SUPERVISOR	21N
62H	CONCRETE AND ASPHALT EQUIPMENT OPERATOR	21V
OOB	DIVER	21D
51M	FIREFIGHTER	21M
52E	PRIME POWER PRODUCTION SPECIALIST	21P
52G	TRANSMISSION AND DISTRIBUTION SPECIALIST (RC)	21Q
51Z	GENERAL ENGINEERING SUPERVISOR	21X
CMF 81 TOPOGRAPHIC ENGINEERING		
81T	TOPOGRAPHIC ANALYST	21U
81L	LITHOGRAPHER	21L
82D	TOPOGRAPHIC SURVEYOR	21S
81Z	TOPOGRAPHIC ENGINEERING SUPERVISOR	21Y

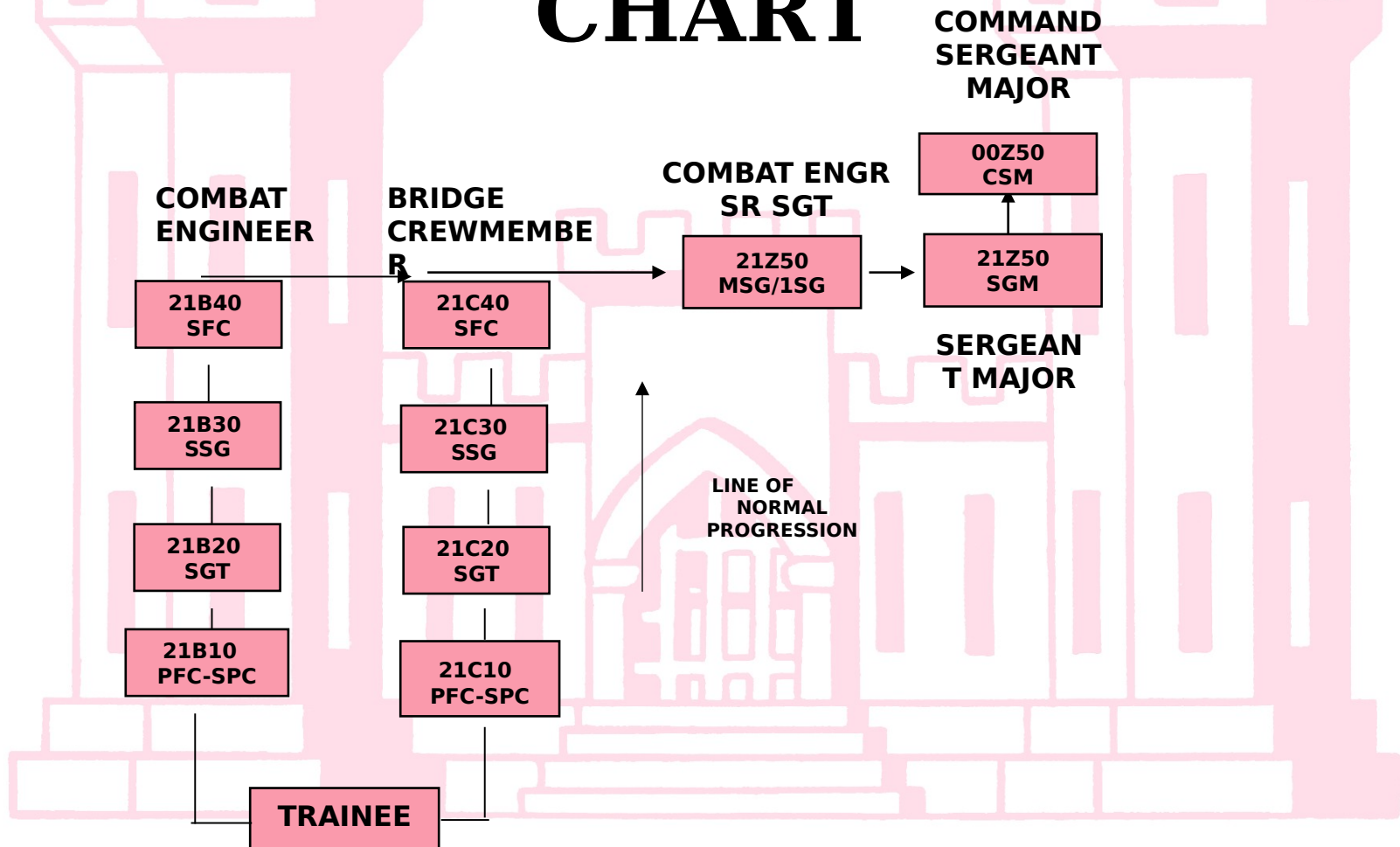


CMF 21 COMBAT ENGINEERING CHARACTERISTICS

- **Contains 3 MOSs 21B Combat Engineer, 21C Bridge Crewmember Engineer Senior Sergeant.**
- **21B and 21C merge at the Master Sergeant level into 21Z.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Branch Chief - ANCOC, BNCOC, IBCOC, Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (OC), Leader Course Instructor, Small Group Leader, AC/RC, TAC NCO, EOC, IG and Military Science Instructor.**
- **MOS 21B soldiers supervises mine warfare, demolitions, and combat operations.**
- **MOS 21C soldiers plan and supervise in construction of float and fi**



CMP 21 COMBAT ENGINEERING CAREER PROGRESSION CHART





TYPICAL CAREER PATTERNS

MOS 21Z



LEADERSHIP

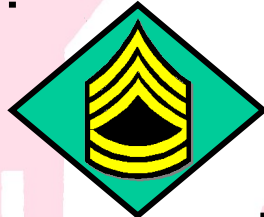
Sqdl Ldr
Sect Ldr
Drill Sgt Ldr
SGL
Recruiter

STAFF

Construction
Foreman
Opns Sgt
Bridge Inspector

SPECIAL

AC/RC
Enlisted Advisor
Instr/Writer
Combat/Tng Dev



LEADERSHIP

PSG
Drill Sgt Ldr
SGL

STAFF

Opns Sgt
Combat Eng NCO

SPECIAL

O/C
AC/RC
Career Management
Platoon Trainer
Instr/Writer
Combat/Tng Dev
EO Advisor/IG



LEADERSHIP

1SG
Branch Chief
Chief, Drill Sgt Sch

STAFF

SR Eng NCO
Opns Sgt

SPECIAL

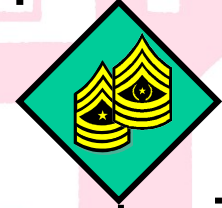
SR Career
Management
SR Career Advisor
SR Military Science

Inst

SR Eng Company

O/C

SR Eng NCO
EO Advisor
IG NCO



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Proponency

SGM

Opns SGM


SPECIAL

DIR SGM
(USAES)

Bolded are nominated positions

21Z NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: Combat Engineering Senior Sergeant

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT		PLATOON SERGEANT INTEL SERGEANT OPERATIONS SERGEANT		FIRST SERGEANT OPERATIONS SERGEANT ASST DIV ENGINEER SR. MS INSTRUCTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	English Composition Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Behavior Information Sys Mgt Technical Writing			Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE		
				1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Course in General and Construction Engineering Demolition Operations Principles of Instruction Structural Theory/Analysis Quality Control Comp Tech in Bldg Tech		Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Organizational Management			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry, Electrical, Plumbing, Structural Steel Construction Equipment Operation					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Engineering Management; Business Management: Construction Management	



MOS 21Z COMBAT ENGINEERING SENIOR SERGEANT

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The combat engineering senior sergeant inspects and advises on bridging, rafting, and river crossing operations. Formulates and maintains construction schedules. Assists in supervision of troops in assault operations. Performs ground and aerial reconnaissance. Advises engineer staff section personnel in matters involving combat engineer operations. Coordinates with staff agencies for engineer operational and tactical support. Coordinates employment of engineer elements operating with infantry and armored units. Inspects construction sites and enforces job specification and safety standards. Collects, interprets, analyzes, evaluates, and disseminates intelligence data.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 212 COMBAT ENGINEERING

SENIOR SERGEANT

CHALLENGING/HIGH RISK

POSITIONS

KEY LEADERSHIP

- ◆ **FIRST SERGEANT**
- **BRANCH CHIEF, ANCOC, BNCOC,**
- **PLDC (1SG POSITION)**
- **CHIEF, DRILL SGT SCHOOL**

ARMY-WIDE KEY LEADERSHIP

- **OBSERVER CONTROLLER**
- **RECRUITER**
- **DRILL SERGEANT**

Career Enhancement

- **Senior Career Management NCO**
- **Senior Career Advisor**
- **Senior Military Science Instructor**
- **Senior Engineer Company NCO O/C**
- **Senior NCO Individual Trainer O/C**
- **Senior Engineer NCO**
- **Chief Training/Developer/Writer**
- **Chief Instructor/Writer**
- **Senior Instructor/Writer**
- **Equal Opportunity Advisor**
- **Inspector General NCO**
- **BN Operations Sergeant**
- **Senior Combat Development NCO**

QUICK REFERENCE

ASI	2S, P5
SQI	M, 8
TDA	35%
TOE	65%
INS	1 OF 214 (.5%)
DS	N/A
RECR	N/A

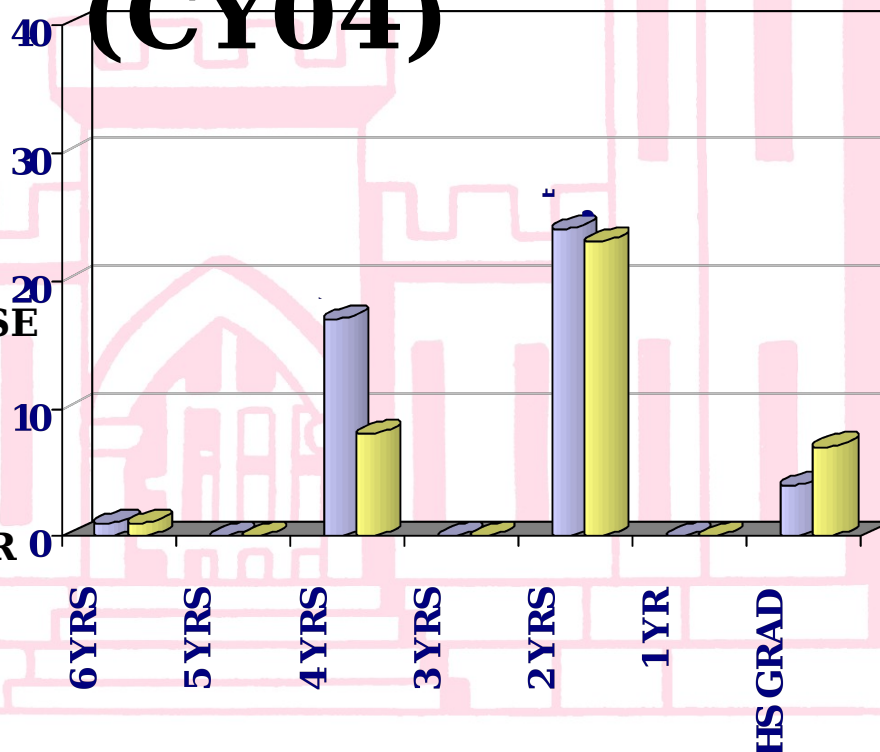
□ = LEADERSHIP POSITIONS



MOS 212 COMBAT ENGINEERING SENIOR SERGEANT CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY04)

MILITARY EDUCATION

SAPPER LEADER COURSE
BATTLE STAFF COURSE
AIRBORNE
AIR ASSAULT
JUMPMaster
INSTRUCTOR TRAINING COURSE
EQUAL OPPORTUNITY
MASTER FITNESS TRAINER
BRADLEY FIGHTING VEHICLE
OPERATION & MAINT
BIFV SYSTEM MASTER GUNNER



(46) ■ PRIMARY ZONE

(39) ■ SECONDARY ZONE



MOS 21Z KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

16 / 74

214

111 / 140

LEADERSHIP (24 MONTHS)

FIRST SERGEANT:127

Branch Chief

1

ANCOC (1SG) 1

BNCOC (1SG) 1

PLDC (1SG) 1

Chief, Drill SGT Sch (1SG)1=(132)



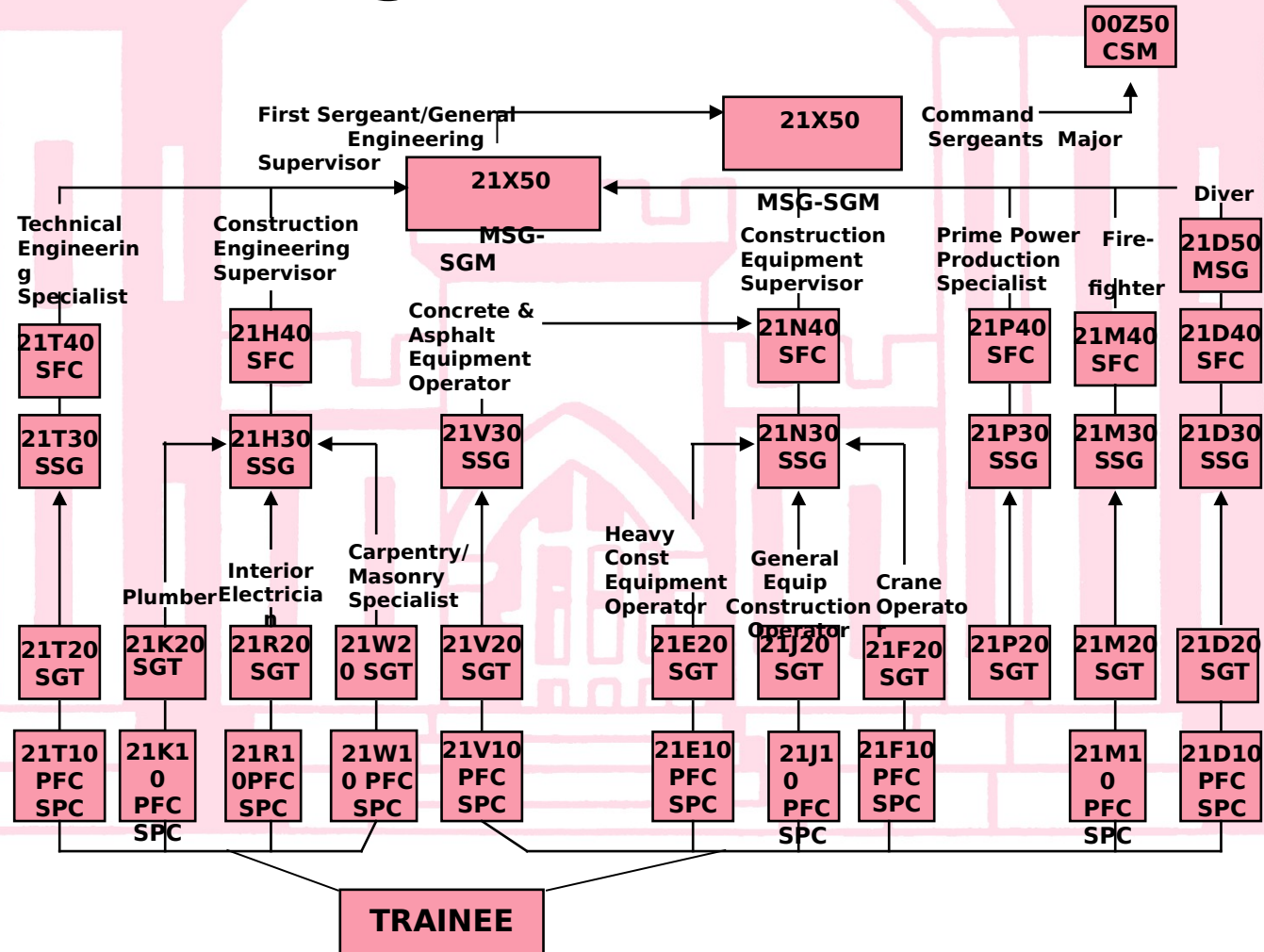


CMF 21 GENERAL ENGINEERING CHARACTERISTICS

- **Contain 16 MOSs ranging from Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power to Diver.**
- **21X General Engineering Supervisor and 21D Master Diving Supervisor merge into Sergeant Major.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, Branch Chief - ANCOC, BNCOC, PLDC, and Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (CTC), Sapper**



MOS 21X GENERAL ENGINEERING SUPERVISOR CAREER PROGRESSION CHART





TYPICAL CAREER PATTERNS

MOS 21X



LEADERSHIP

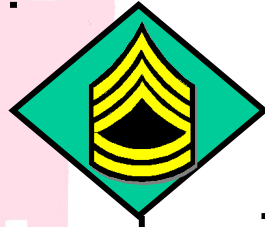
Sqd Ldr
Sect Ldr
Drill Sgt Ldr
SGL
Diving Supervisor
Team Chief
Tech Eng NCO
SR Pwr Station
Mech
Recruiter

STAFF

Opns Sgt
Construction Insp

SPECIAL

Instr/Writer
Combat/Tng Dev



LEADERSHIP

PSG
SR Drill Sgt Ldr
SGL
SR Diving Supervisor
Fire Chief
SR Tech Eng NCO
Prime Power Supervisor

STAFF

Opns Sgt
Construction Inspector
Construction Opns Sgt

SPECIAL

SR Tng Management
Diving Liaison
Combat/Tng Dev
Instr/Writer
AC/RC
EO Advisor



LEADERSHIP

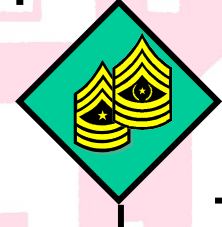
1SG
Power Station Sgt

STAFF

Opns Sgt
Asst Opns Sgt
Construction Inspector
Construction Opns Sgt

SPECIAL

SR Career Advisor
SR Career Mgt NCO
Ch Instr/Writer
SR Enlisted OC
SR Enlisted Eng BN
Advisor
SR Tng/Dev/Writer



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Proponency

SGM

Opns SGM

SPECIAL


DIR SGM
(USAES)

Bolded are nominated positions

21X NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: CONSTRUCTION ENGINEER



YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC		PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO		FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Pluming,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



MOS 21X GENERAL ENGINEERING SUPERVISOR

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The general engineering supervisor supervises general engineering activities related to all construction and utility operations. Assists engineering officer in construction planning, scheduling, and material estimating. Assists in the preparation of operation orders, standing operating procedures, and contingency plans. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing general engineering missions. Inspects construction and training activities. Supervises performance of combat engineering missions

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



ENGINEERING SENIOR SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

KEY LEADERSHIP

- ❑ FIRST SERGEANT
- ❑ POWER STATION SERGEANT
- ❑ CHIEF, DRILL SERGEANT SCHOOL

ARMY-WIDE KEY LEADERSHIP

- ❑ OBSERVER CONTROLLER
- ❑ RECRUITER
- ❑ DRILL SERGEANT

❑ = LEADERSHIP POSITIONS

Career Enhancement

- Senior Career Advisor
- Senior Career Management NCO
- Chief Instructor/Writer
- Construction Inspector
- Maintenance Supervisor
- Senior Enlisted OC NCO
- SR Enlisted Engineer Battalion Advisor
- BN Operations Sergeant
- Senior

Training/Developer/Writer

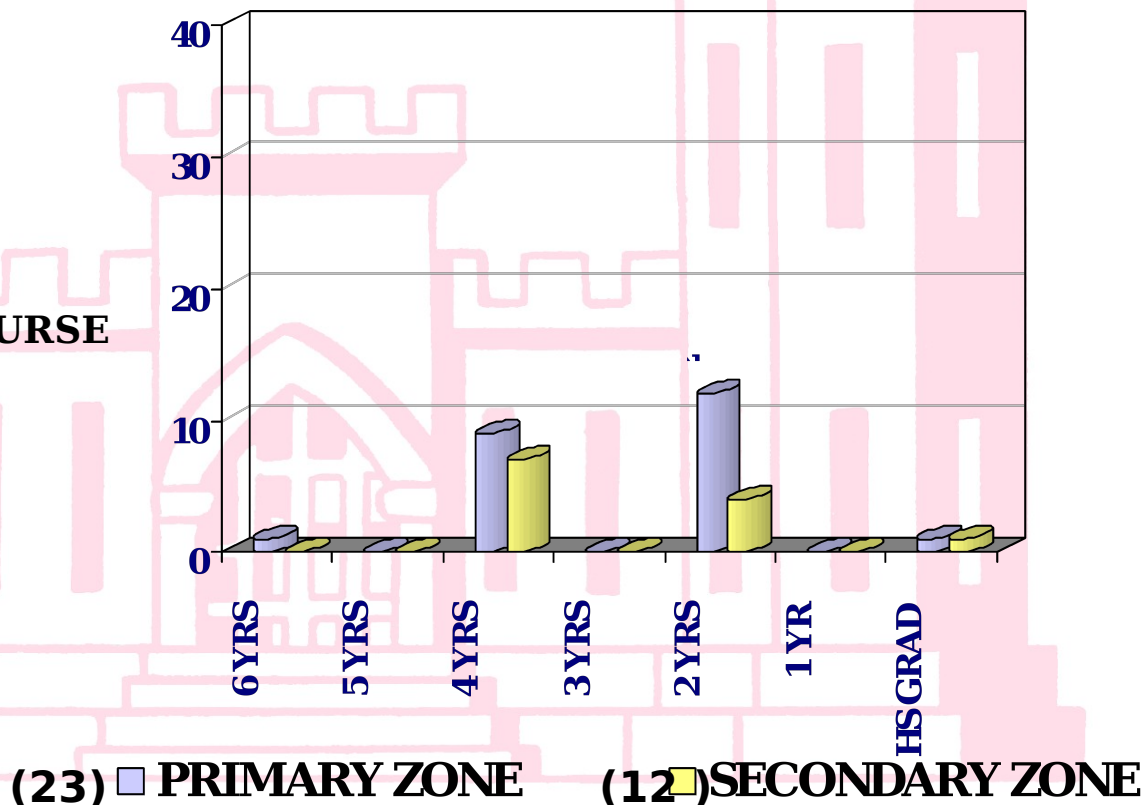
ASI	2S, P5
SQI	M, 8
TDA	33%
TOE	67%
INS	5 of 214 (3.9 %)
DS	N/A
RECR	N/A



MOS 21A GENERAL ENGINEERING SENIOR SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY04)

MILITARY EDUCATION

**SAPPER LEADER COURSE
BATTLE STAFF COURSE
AIRBORNE
AIR ASSAULT
JUMPMaster
INSTRUCTOR TRAINING COURSE
EQUAL OPPORTUNITY
MASTER FITNESS TRAINER**





MOS 21X KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

<u>LEADERSHIP AUTHS/TDA</u>	<u>TOTAL AUTHS</u>	<u>LEADERSHIP AUTHS/TOE</u>
<u>86</u> 8 / 43	<u>129</u>	<u>39</u> /

LEADERSHIP (24 MONTHS)
FIRST SERGEANT: 40
POWER STATION SERGEANT 7
TOTAL 47





MOS 21D MASTER DIVING SUPERVISOR CAREER PROGRESSION CHART

**COMMAND
SERGEANT MAJOR**

**00Z50
CSM**

SERGEANT MAJOR

**21X50
SGM**

**MASTER DIVING SUPERVISOR
FIRST SERGEANT**

**21D50
MSG/1SG**

SENIOR DIVING SUPERVISOR

**21D40
SFC**

DIVING SUPERVISOR

**21D30
SSG**

LEAD DIVER

**21D20
SGT**

DIVER

**21D10
PFC - SPC**

**TRAINE
E**

**LINE OF
NORMAL
PROGRESSION**



TYPICAL CAREER PATTERNS

MOS 21D



LEADERSHIP

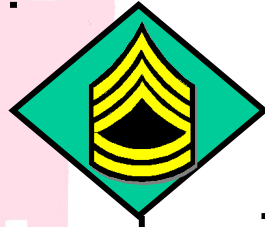
Diving Supervisor
Drill Sgt Ldr

STAFF

Opns Sgt

SPECIAL

Instr/Writer



LEADERSHIP

SR Diving Servisor
SR Drill Sgt Ldr

STAFF

SPECIAL

Instr/Writer
SR Tng Management
Diving Liason
Combat/Tng Dev



LEADERSHIP

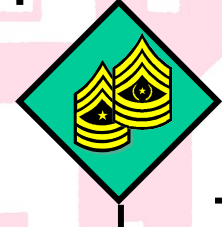
1SG
Master Diving

STAFF

Opns Sgt

SPECIAL

Chief Diving



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Proponency

SGM

Opns SGM


SPECIAL

DIR SGM
(USAES)

**Bolded are nominated
positions**

21D NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	DIVING SUPERVISOR		SENIOR DIVING SUPERVISOR		FIRST SERGEANT MASTER DIVING SUPERVISOR OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Research Techniques (Statistics) Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Pluming,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



MOS 21D MASTER DIVING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major Duties. Supervises operator through intermediate levels of maintenance on diving life support equipment. Performs as a qualified Master Diver for the control and support diving detachments and responsible for the command and control of assigned lightweight diving teams. Ensures all diving operations are conducted safely. Supervises deep sea diving missions and dives conducted deeper than 100 feet salt water. Formulates demolition plan for operational and training missions. Assists the commander in planning, scheduling and executing training and operational missions. Provides expertise to staff planners and diving teams. Writes and develops doctrinal, regulatory, training, and safety material related to the accomplishment of diving missions.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 21D MASTER DIVING SUPERVISOR SPECIAL CONSIDERATIONS

- Master Diving Supervisor of Engineer Dive Teams and Senior Staff Advisor at EAC through tactical levels for diving operations.

- Supervises high-risk diving operations such as Port/Harbor Clearance, Underwater Demolitions, and Mine/Countermining Operations.

- Provides extensive knowledge and expertise while supervising emergency medical treatments of diving related injuries.

- Liaison and advisor to USACE for coordination and planning of Humanitarian and Homeland Defense Missions.

- Develops, reviews, and revises Joint Army doctrinal publications and training materials for the Engineer School.



MOS 21D MASTER DIVING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

KEY LEADERSHIP

- ❑ FIRST SERGEANT
- ❑ MASTER DIVING SUPERVISOR

ARMY-WIDE KEY LEADERSHIP

- ❑ OBSERVER CONTROLLER
- ❑ RECRUITER
- ❑ DRILL SERGEANT

Career Enhancement

- Chief Diving Supervisor
- BN Operations Sergeant

QUICK REFERENCE

ASI	2S, P5
SQI	M,
TDA	67%
TOE	33%
INS	N/A
DS	N/A
RECR	N/A

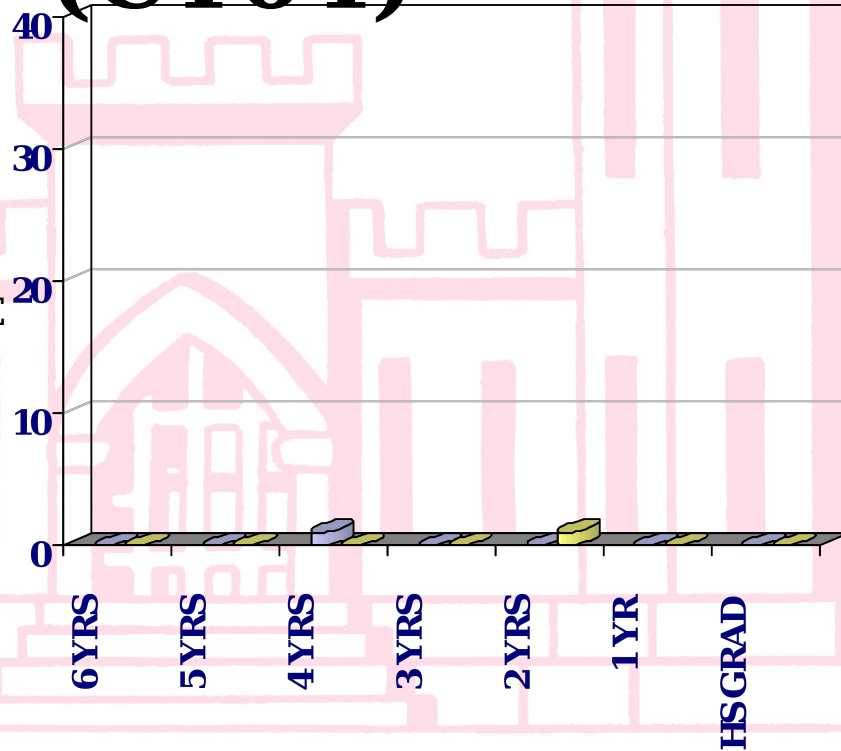
❑ = LEADERSHIP POSITIONS



MOS 21D MASTER DIVING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY04)

MILITARY EDUCATION

**SAPPER LEADER COURSE
BATTLE STAFF COURSE
AIRBORNE
AIR ASSAULT
JUMPMaster
INSTRUCTOR TRAINING COURSE
EQUAL OPPORTUNITY
MASTER FITNESS TRAINER**



(1) PRIMARY ZONE

(1) SECONDARY ZONE



MOS 21D KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

2 / 4

TOTAL AUTHS

6

LEADERSHIP

2 / 2

LEADERSHIP (24 MONTHS)
FIRST SERGEANT: 2
MASTER DIVING SUPERVISOR: 2
TOTAL 4



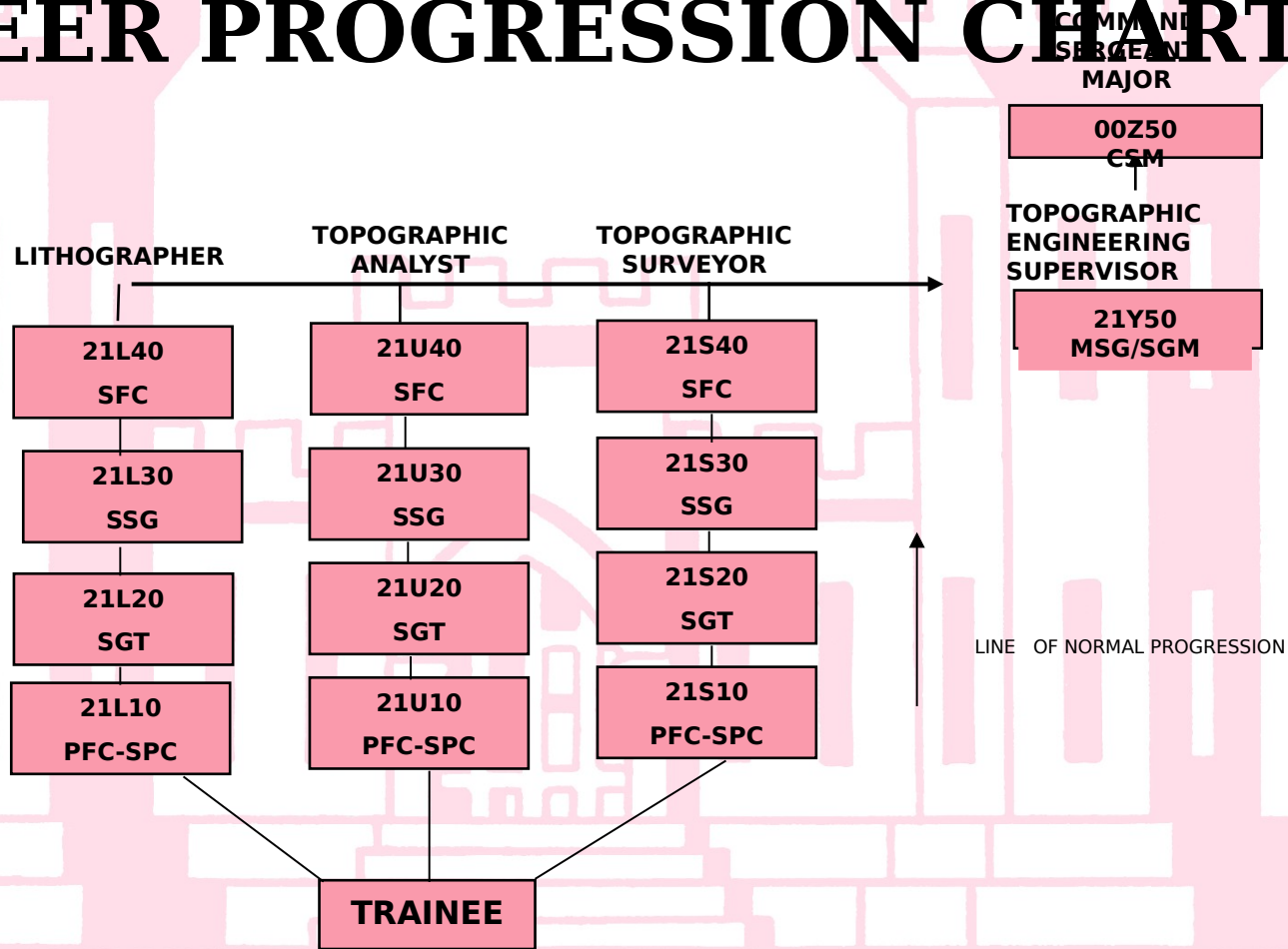


CMF 21 TOPOGRAPHIC ENGINEERING CHARACTERISTICS

- **Contain 4 MOSs 21L Lithographer, 21U Topographic Analyst, 21S Topographic Surveyor, and 21Y Senior Topographic Supervisor.**
- **MOSs 21L, 21U, and 21S merge at the Master Sergeant level into MOS 21Y.**
- **Opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, Detachment Sergeant, First Sergeant.**
- **Wide variety of assignments; Drill Sergeant, Small Group Leader, Instructor/Writer, Psychological Dissemination Company, Corps, Echelons Above Corps Topographic Engineer Company, and Division Terrain**



CMF 21 TOPOGRAPHIC ENGINEERING CAREER PROGRESSION CHART





TYPICAL CAREER PATTERNS

MOS 21Y

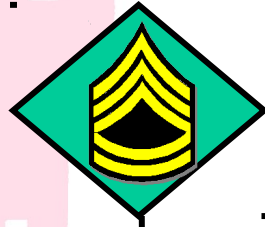


LEADERSHIP

Sqd Ldr
Sect Ldr
Drill Sgt
SGL
Recruiter

STAFF

SPECIAL
Instr/Writer
Combat/Tng Dev



LEADERSHIP

PSG
Sect Ldr
SR Drill Sgt
Detachment Sgt

STAFF

Opns Sgt

SPECIAL

Recruiter
Career Advisor
Instr/Writer



LEADERSHIP

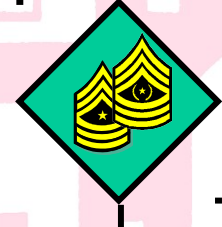
1SG

STAFF

Opns Sgt
Topographic
Intelligence

SPECIAL

SR Career
Management
SR Combat Dev
Ch Instr/Writer



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Opns SGM


SPECIAL

SCH SGM

Bolded are nominated positions

21Y NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEAT OPERATIONS SERGEANT SENIOR TOPOGRAHPIC ANALYST DRILL SERGEANT		PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAHPIC SERGEANT SENIOR TOPOGRAHPIC SURVEY SERGEANT		FIRST SERGEANT TOPOGRAHPIC INTELIGENCE SERGEANT TOPOGRAHPIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Information Mgt System Speech		Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std*	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management			Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Surveying; Photolithography; Printing; Cartography; Environmental Analysis					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Computer Science; Physical Science or related; Field Management	



MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties: The topographic engineering supervisor supervises topographic surveying, cartography and photolithography activities. Assists in topographic planning and control activities. Assists in determining requirements and providing technical supervision of topographic mapping and other military geographic intelligence programs, to include geodetic and topographic surveying activities. Assists in command supervision and coordination of map reproduction and topographic map supply programs. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing topographic engineering

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

KEY LEADERSHIP

▮ FIRST SERGEANT

ARMY-WIDE KEY LEADERSHIP

▮ OBSERVER CONTROLLER

▮ RECRUITER

▮ DRILL SERGEANT

Career Enhancement

- Topographic Intelligence Sergeant
- Senior Career Management NCO
- Chief Instructor/Writer
- SR Combat Development NCO
- BN Topographic OPS SGT

QUICK REFERENCE

ASI	2S, P5
SQI	M,8
TDA	37%
TOE	63%
INS	2 OF 19
(10%)	
DS	N/A
RECR	N/A

▮ = LEADERSHIP POSITIONS



MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)

MILITARY EDUCATION

BATTLE STAFF COURSE

AIRBORNE

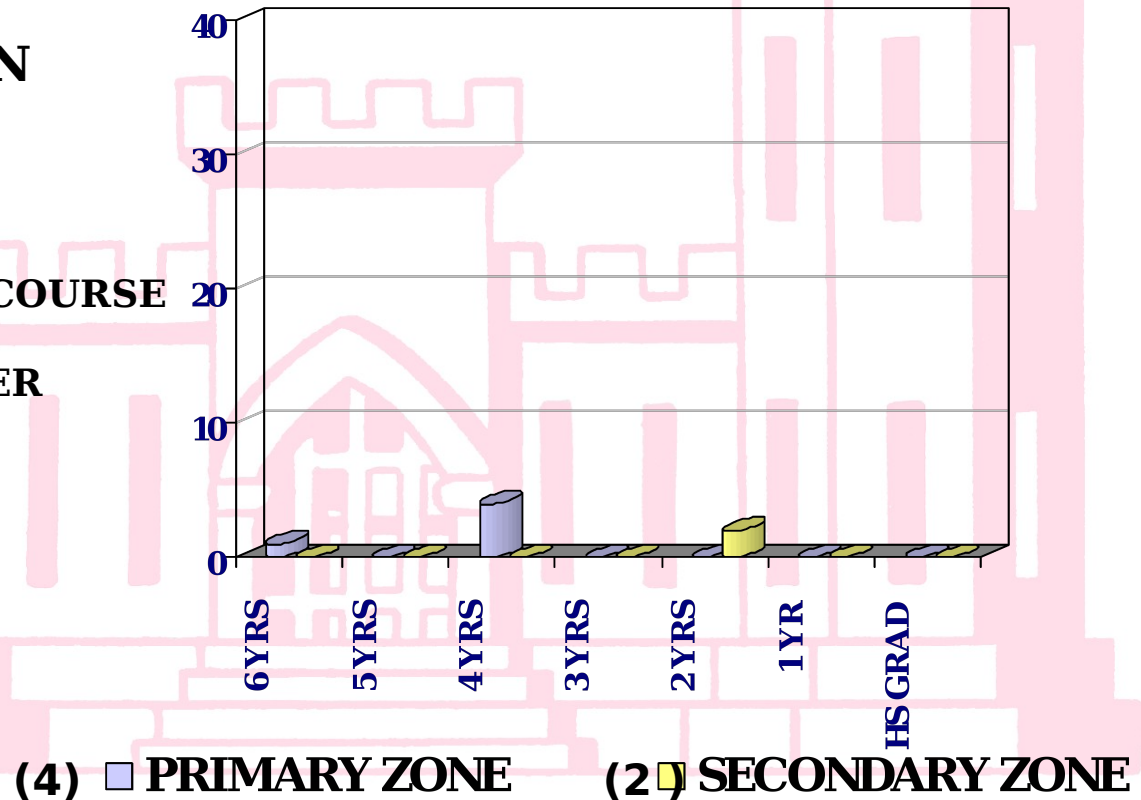
AIR ASSAULT

JUMPMaster

INSTRUCTOR TRAINING COURSE

EQUAL OPPORTUNITY

MASTER FITNESS TRAINER





MOS 21Y KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

1 / 7

TOTAL AUTHS

19

LEADERSHIP

8 / 12

LEADERSHIP (24 MONTHS)
FIRST SERGEANT: 9
TOTAL 9





ENGINEER REGIMENT AWARDS

The Sturgis Medal Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which includes troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves engineer soldiers from CMF 21. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment soldiers will wear this prestigious and highly sought after medal.

The de Fleury Medal Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a captain of engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

Army Combat Engineer Sergeant Award (MOS 21B) (ACES) This award is given annually to the best Combat Engineer Squad Leader in each battalion.



CMF 21

PROMOTION POTENTIAL

INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR SERGEANT MAJOR:

- **SERGEANTS MAJOR COURSE:**

- GRADUATES AND ATTENDEES MUST RECEIVE SPECIAL CONSIDERATION FOR SELECTION IF THEY MEET THE SAME STANDARDS AS THOSE COMPETING ON CURRENT BOARD

- **ASSIGNMENTS MUST BE:**

- DIVERSE (MUST HAVE LEADERSHIP, STAFF AND SPECIAL POSITIONS)
- KEY LEADERSHIP 24 - 26 MONTHS
- SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
- BACK TO BACK TDA ASSIGNMENTS ARE DISCOURAGED (EXCEPT PROJECT WARRIOR AND TDA LEADERSHIP ASSIGNMENTS)

- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**

- LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
- PHYSICAL & MENTAL READINESS

- **TECHNICALLY AND TACTICALLY PROFICIENT**

- DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL POSITIONS ASSIGNED AND AT THE NEXT HIGHER GRADE
- UNIT ACCOMPLISHMENT IS MORE IMPORTANT THEN INDIVIDUAL RECOGNITION

- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**

- DA/LOCAL SCHOOLS (DISTINGUISHED HONOR GRADUATE / HONOR GRADUATE TOP 20%)
- CORRESPONDENCE COURSES (ACCP)
- EDUCATION (SOME COLLEGE)
- NCO OF THE QTR/YR

- **RATER/SENIOR RATER EVALUATION**

- PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
- ALLRATER AND SENIOR RATER RATING IN PERFORMANCE AND POTENTIAL OF 1/1



CMF 21

PROMOTION POTENTIAL INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR COMMAND SERGEANT MAJOR:

- COMMAND SERGEANT MAJOR :
 - HAS SUCCESSFULLY SERVED IN A SGM POSITION (PRIORITY SELECTION)
 - SGM AND MSG(P) WHO MEET ELIGIBILITY REQUIREMENTS
 - MSG/1SG WHO HAVE SUCCESSFULLY COMPLETED OR ARE ATTENDING THE SMC
- ASSIGNMENTS MUST BE:
 - DIVERSE IN BOTH TOE/TDA ASSIGNMENTS
 - KEY LEADERSHIP 24 - 36 MONTHS
 - WELL ROUNDED IN POSITIONS, COMMENSURATE TO RANK AT EACH LEVEL
 - SUCCESSFULLY PERFORMED ABOVE AVERAGE
- MUST NOT DEVIATE FROM ARMY STANDARDS OF:
 - LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
 - CONSISTENTLY LEADS FROM THE FRONT BOTH PHYSICALLY AND MENTALLY FIT
- RATER/SENIOR RATER EVALUATION
 - SR RATER COMMENT RECOMMENDS APPOINTMENT TO CSM



PROPONENT POC

MSG McGaughy
Personnel Proponency
SGM

LtS Army Engineer
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